

Application Pack

for the position of

Director of Sport

For September 2020

About St George's

St George's is an independent boarding and day school with approximately 270 pupils aged from 11-18 years about 45% of whom are boarders (both full and tailored) and with a Sixth Form of approximately 80 pupils. The school operates as an Educational Trust administered by a Board of Governors, is a member of the Girls' Schools Association (GSA), Boarding Schools Association (BSA), and is ISC accredited.

We are a welcoming school with a warm sense of community and visitors often comment on the perceptible supportive and cheerful atmosphere. We believe that a happy and successful school is one where all pupils have the opportunities to develop their strengths. The richness of opportunities within and outside the classroom are fundamental elements of the St George's experience and this allows the girls to foster the confidence, independence and academic curiosity that lead to success. Our academic results are impressive, with the 'value-added' in public examinations a real strength. We understand how girls learn effectively and we regularly add at least one grade higher at GCSE and A Level than baseline testing would suggest.

In 2018 at GCSE St George's was placed in the top 4.5% of Schools nationally for value added.



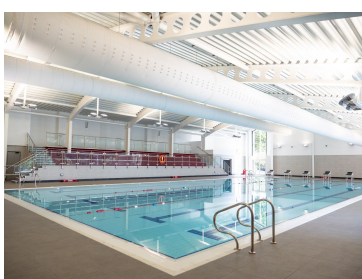
#SGACapable
#SGAConfident
#SGAConnected

  
@stgeorgesascot

Our location

The School is approximately 25 miles west of central London, on a beautiful, leafy 30 acre site, within walking distance of Ascot High Street. We are close to Windsor, Eton and Bracknell and equidistant from the M3 and M4 motorways. Ascot High Street can be reached on foot in five minutes while Ascot Railway Station is less than a mile away.

All facilities are on site and include, amongst others, a state-of-the-art 350 seat theatre, three boarding houses, a sports hall, squash courts and gym/dance studio, spacious library, Science centre, photographic, textiles and art studios, 6 floodlit netball/tennis courts, extensive grass sports pitches and a new 25m 6 lane indoor swimming pool which was opened in September 2019.



Academic Results

We aim to get the very best from each girl and Georgians are encouraged to work conscientiously and to the best of their ability as well as get involved in the wider school community and all the activities that are on offer in the busy co-curricular programme. This, combined with committed and inspirational teaching, delivers excellent GCSE and A Level results. Our pupils achieved the following results in 2019:

GCSE: 23% 9/8 or A*, 44% 9-7 or A*-A, 96% 9-4 or A*-C

A Level: 34% A*-A, 99% pass rate

PE and Sport at St George's

The PE department comprises three full-time and four part-time specialist members of staff, which currently includes a Resident Tutor with Lacrosse specialism for 2019/20. The Director of Sport also coordinates and oversees the work of the visiting tennis coach, visiting dance teachers and other visiting coaches/teachers.

The PE Department work exceptionally hard to engage and inspire pupils, to encourage in them a love of sport, and to equip them with a wide range of skills and personal attributes that can be applied in other areas of their lives. Our teaching methods are a mixture of tradition and innovation, including using up to date technology to enhance learning. Our aim is to encourage pupils to achieve their goals and potential, to welcome challenge, to be aspirational and adventurous with their physical movement and to continue with their sporting activities beyond St George's.

We have excellent sporting facilities that are highly thought of in the local area. We have a fully-equipped sports hall which also contains a dance and fitness studio and two glass-backed squash courts. Our extensive grounds also contain three lacrosse pitches and six floodlit netball/tennis courts which are converted into a 400m grass athletics track, with shotput and discus circles and a long jump pit, and eight tennis courts in the summer term. Our most recent addition is a newly completed state of the art 25m 6 lane indoor swimming pool which was opened in September 2019.

PE and Sport Curriculum

A Level and GCSE Physical Education are offered following the OCR syllabus.

The PE curriculum for Key Stage 3 is currently as follows -

	First Year (Year 7)	Second Year (Year 8)	Third Year (Year 9)
Autumn Term	netball, lacrosse, swimming, gymnastics, cross country	netball, lacrosse, swimming, gymnastics, cross country	netball, lacrosse, swimming, gymnastics, cross country
Spring Term	netball, lacrosse, swimming, gymnastics, cross country	netball, lacrosse, swimming, gymnastics, cross country	netball, lacrosse, swimming, gymnastics, cross country, badminton
Summer Term	athletics, swimming, tennis, rounders, cricket	athletics, swimming, tennis, rounders, cricket	athletics, swimming, tennis, rounders, cricket, fitness

Pupils in the Fourth Year (Year 10) and above sign up for sports options and rotate every half term to enable variety and to ensure they have the opportunities to learn new skills in different sports. The following sports have been offered in recent years: netball, lacrosse, athletics, rounders, tennis, swimming, fitness, gymnastics, zumba, football, yoga, volleyball, squash, badminton, dodgeball, dance, trampolining and basketball.

Co-curricular activities

Practices run after school and there are skills clinics at lunch times including netball shooting, wall ball and goalkeeper training. There are a number of sports clubs available including basketball, badminton, table tennis and squash. We also offer paid extra lessons in tennis, squash, ballet, tap, modern/street dance, contemporary dance, acro, zumba and pilates.

Fixtures

There is an extensive fixtures programme, both during the week and at weekends, including regular matches for A and B teams in netball, and large squads for lacrosse in all year groups.

Trips and Tours

There are several trips organised throughout the academic year and every other year the Department leads a netball tour to Disneyland Paris. The school takes part in the British Schoolgirls Ski Races in Flaine as well as regular training leading up to the competition. The U13 and U14 netball teams enjoy an annual netball weekend tour to the GSA Condover Hall tournament each September. The senior lacrosse team toured Holland in October 2018, and we are in the early stages of planning a long-haul lacrosse tour for Summer 2021.

Responsibilities

The following are the key duties and responsibilities:

The Director of Sport will be responsible and accountable for the leadership and management of all aspects of Sport at St George's, delivering a prominent, inspiring, challenging and inclusive programme of PE and Sport for all pupils.

The role is both to bring inspirational teaching to Physical Education in the curriculum, and to lead the delivery of a prominent, enjoyable and successful co-curricular Sport programme including extensive fixtures against other schools. Given the nature of the role, and the need to be flexible and adaptable, this is not an exhaustive list and all the School's job descriptions include the following "Other duties from time to time as directed by the Headmistress".

The post holder will report to the Deputy Head (Co-curricular and Connections) on a day-to-day basis.

Management responsibilities

- Promote sport and the activities of the PE Department throughout the School.
- Engage all pupils appropriately in sport and other physical recreational activities, taking care to balance focus between 'performance' and 'participation'.

- Give every pupil the opportunity (regardless of ability) and confidence to develop their personal physical capabilities and fitness as well as a lifelong enthusiasm for sporting activity and physical exercise.
- Oversee the development and maintenance of schemes of work and lesson plans within the department.
- Implement and ensure compliance with the requirements of the examination boards at GCSE and A Level.
- Oversee and develop the provision for fixtures, trips, sports tours and competitions.
- Oversee the department coordination of the 'outside-of-school' involvement of some of our talented sports players.
- Work with the Director of Admissions and Marketing to develop sports opportunities for feeder schools and to attract prospective pupils with an interest in, and talent for, sport.
- Have overall responsibility for the management and coordination of all staffing and management of PE and Sport at St George's.
- Participate in the selection and appointment of new staff in the PE Department and oversee the appointment of non-teaching coaches.
- Help induct and integrate new staff in the department.
- Oversee the Professional Development of the staff in the department including regular appraisal.
- Compile and maintain the Department Handbook and Department Development Plan.
- Draw up and manage the budget requirements for the department.
- Lead department meetings ensuring minutes are promptly available and shared with senior leaders.
- Attend Heads of Departments' meetings, which usually occur twice a term.
- Attend termly calendar meetings.

Teaching responsibilities

- Teach Physical Education and Sport in the curriculum, and via the co-curricular programme, from First Year (Year 7) to Upper Sixth.
- Encourage pupils' progress and engender enthusiasm for exercise, movement and sport.
- Teach GCSE PE and/or A Level PE.
- Keep records of work covered and pupils' progress.
- Attend parents' evenings for all groups taught.
- Prepare pupil reports in line with the school's protocol.
- Attend Continuing Professional Development courses.
- Attend all Staff and Department meetings including INSET at the start of each term.
- Attend Open mornings and Education Days on occasional Saturdays if required.
- Act in the capacity of a Tutor.
- Maintain a positive and professional approach with parents and colleagues.
- Actively promote good behaviour amongst pupils.
- Participate in educational visits.
- Host coaching events/tournaments for prospective pupils and run INSET for feeder school staff if required.
- Cover for absent colleagues.
- Be a member of one of the school's Houses, attend House meetings, House events and the annual House Party

- Positively promote the school in the community.
- Follow the School policy and support departmental colleagues in the consistent use of pupil rewards and sanctions.
- Positively promote the school in the community including outreach work with local maintained schools and other organisations.
- Support departmental colleagues in the consistent use of pupil rewards and sanctions.
- Attend some occasions such as concerts, plays and other parent/staff social events as required.
- Other duties as occasionally directed by the Headmistress or Deputy Heads.

Person specification

The successful candidate should -

- have a clear vision for developing sport and physical activity at St George's to promote the enjoyment of physical activity and movement, to develop physical fitness and provide a wide range of sporting experiences for the pupils
- be passionate about Sport and Physical Education and show a real desire to motivate pupils of all abilities.
- hold an undergraduate degree in Physical Education or Sports Science (or a closely-related discipline) or have extensive experience in delivering an effective sports programme in a school context
- Be a qualified teacher (holding QTS or its equivalent) or have equivalent experience
- Be able to demonstrate excellent PE subject and sports coaching knowledge
- Be confident in teaching the majority of the major sports at St George's (lacrosse, netball, rounders, tennis, athletics and swimming)
- Be able to teach GCSE and/or A Level Physical Education (ideally with experience)
- Have a record of outstanding PE teaching/coaching at all ages
- Be able to demonstrate excellent subject knowledge
- Be able to demonstrate excellent teamwork skills with the ability to motivate others
- Be an excellent oral and written communicator
- Be an accomplished and enthusiastic sports player in their own right, preferably to a high level
- Show a clear and infectious passion for sport, both 'for all' and to elite levels
- Promote high standards of education, care and behaviour
- Be able to use ICT for a range of administrative and teaching purposes
- Display strong interpersonal skills
- Demonstrate sound judgement and discretion
- Maintain a positive and professional approach when dealing with parents and colleagues
- Be well-organised and have the ability to prioritise and plan effectively
- Be flexible and adaptable when going about her/his work
- Have energy, commitment and stamina
- Have a good sense of humour and be able to work effectively as part of a team
- Be sympathetic towards the ethos of a busy boarding and day school

Salary and Benefits

- a. **Start date:** 1 September 2020
- b. **Salary:** St George's operates its own generous salary scheme.
- c. **Pension:** All teaching staff are currently included as members of the Teachers' Pension Scheme unless they elect to opt out.
- d. **Hours of work:** This is a teaching post during school terms. The post involves supporting after School fixtures and working a full day on Saturdays, with a weekday off in lieu. Additionally there will be a requirement to attend routine teaching events such as parents' evenings, teaching staff meetings, staff training days preceding each term, and Open Days and Educational Days (as notified).
- e. **Notice Periods:** The notice period required by either side to terminate your employment will be one term.
- f. **Facilities:** Lunch is provided free of charge during term time. Members of staff can use the School's sports facilities at allocated times. There is free on-site parking. The post holder's daughters may, upon passing the entrance assessments, be eligible at the discretion of the Governors for a reduction on the basic tuition fees.

The Process

Letters of application should be no more than two sides of A4 and, together with the completed application form should be sent to the address below or emailed to headmistress@stgeorges-ascot.org.uk and reach the School by **4pm on Wednesday 5 February 2020**.

Mrs Liz Hewer
Headmistress
St George's School
Wells Lane
Ascot, SL5 7DZ

First round interviews will be held on **Tuesday 11 February 2020**

Final round interviews will be held on **Friday 14 February 2020**

St George's School is committed to safeguarding the welfare of children at the School. Therefore, this appointment will be subject to a successful disclosure check from the Disclosure and Barring Service. This will give details of all spent and unspent convictions and other recordable matters. A policy on the recruitment of ex-offenders is available, if required, from the School Office. The supplied references will be taken up and the School may approach previous employers for information to verify particular experience or qualifications. A medical questionnaire will be required to be completed by the successful candidate.

